

GOVERNMENT OF PUDUCHERRY  
ABSTRACT

LABOUR –Minimum Wages Act, 1948 – Revision of Minimum rates of wages to the employees employed in Bakeries & Biscuit Manufactory in the Union Territory of Puducherry– Preliminary Notification - Issued.

LABOUR DEPARTMENT

G.O.Ms.No.11 /AIL/Lab/G/2022

Puducherry, the 21 JUL 2022

READ: I.D.No.26/AIL/Lab/G/2022, dated 14.10.2022

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ORDER:

The following Notification shall be published in the next issue of the Official Gazette of Government of Puducherry:-

NOTIFICATION

The following draft of the proposal for revision of minimum rates of wages payable to the employees employed in the Bakeries & Biscuit manufactory in the Union Territory of Puducherry, which the Lieutenant-Governor of Puducherry proposes to make in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), is hereby published as required under clause (b) of sub-section (1) of section 5 of the said Act, for information of all the persons likely to be affected thereby and notice is hereby given that the said draft proposal will be taken up for consideration by the Government of Puducherry, after the expiry of sixty days from the date of publication of the said proposal in the Official Gazette of Government of Puducherry.

2. Any objections or suggestions, which may be received from any person with respect to the proposal before the expiry of the period specified above, will be considered by the Government of Puducherry.

3. Objections or suggestions should be addressed to the Secretary to Government, Labour Department, Puducherry.

DRAFT PROPOSAL

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with sub-section (1) of section 13 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Lieutenant-Governor of Puducherry, is pleased to revise the minimum rates of wages payable to the categories of employees employed in Bakeries and Biscuit Manufactory in the Union Territory of Puducherry, as specified in the schedule hereunder:-

**EMPLOYMENT IN BAKERIES & BISCUIT MANUFACTORY**  
**THE SCHEDULE**


Sl. No.	Classes of Employees	Minimum rates of basic wages
(1)	(2)	(3)
1.	<b><u>GENERAL CATEGORIES:</u></b>	Rs.14,341/- per month
	(1) Manager	Rs.13,926/- per month
	(2) Assistant Manager	Rs.13,401/- per month
	(3) Cashier / Clerk	Rs.13,266/- per month
	(4) Typist	Rs.12,916/- per month
	(5) Sales Man	
	(6) Store Assistant	
	(7) Driver	
2.	(8) Watchman / Peon	
	<b><u>OTHER CATEGORIES:</u></b>	
	<b><u>(i) HIGHLY SKILLED:</u></b>	Rs.479/- per day
	(1) Bakery Maistry	
	(2) Any other highly skilled category	
	<b><u>(ii) SKILLED:</u></b>	Rs.462/- per day
	(1) Supervisor	
	(2) Head Baker	
	(3) Any other skilled category not covered above.	
	<b><u>(iii) SEMI- SKILLED:</u></b>	Rs.448/- per day
	(1) Baker	
	(2) Oven-keeper	
(3) Table Man		
(4) Dough Maker		
(5) Bun-Rounder		
(6) Bread-Moulder		
(7) Any other Semi-skilled category not covered above.		
<b><u>(iv) UN-SKILLED:</u></b>	Rs.432/- per day	
(1) Assistant Baker		
(2) Helper/Assistants		
(3) Cleaner of all categories		
(4) Assistant of all categories		
(5) Any other un-skilled category not covered		

**NOTE**

(1) Dearness Allowance:- In addition to the minimum rates of wages fixed herein, the employees shall be paid Dearness Allowance as indicated below:-

- (i) The Dearness Allowance is linked to the Average of Puducherry City Consumer Price Index Points for the year 2021, that is 366 points with base year 2001=100 and for every rise of one point over and above 366 points, an increase of Rs.1.10/- (Rupees one and paise ten only) per point per day shall be paid as Dearness Allowance.
  - (ii) The Dearness Allowance shall be calculated on the 1<sup>st</sup> April of every year on the basis of the average of the indices for the preceding twelve months that is from January to December.
  - (iii) The first calculation shall thus be effective from the date of issue of this Notification in the Gazette of Government of Puducherry, based 'on the average of the Puducherry City Consumer Price Index for the previous year.
- (2) (i) To arrive at the daily rates of wages, the monthly rates of wages shall be divided by 26.  
(ii) To arrive at the monthly rates of wages, the daily rates of wages shall be multiplied by 30.
- (3) Where the nature of work is the same, no distinction in the payment of wages shall be made as between male and female employees.
- (4) Wherever the existing wages are higher than the minimum rates of wages fixed herein, the said existing higher wages shall be continued to be paid.

//BY ORDER OF THE LIEUTENANT-GOVERNOR//

  
**(P. RAGINI)**  
**UNDER SECRETARY TO GOVERNMENT**  
**(LABOUR)**

To  
The Director of Stationery & Printing,  
Puducherry.  
Copy to:

1. The Deputy Labour Commissioner, Puducherry.
2. The Inspector of Factories, Puducherry/Karaikal.
3. The Labour Officer (Enforcement), Puducherry
4. The Labour Officer, Karaikal.
5. The Assistant Inspectors of Labour, Puducherry/Karaikal/Mahe/Yanam.
6. The Web Master, Labour Department, Puducherry.
7. G.O. Copy / Spare.